

Naval Aviation Depot, North Island
Labor-Management Partnership Team
Charter
(Revised 28 May 1997)

Preamble:

The Naval Aviation Depot, North Island, in accord with the labor organizations holding exclusive representational rights, in seeking to involve employees through their labor representatives as full partners for the purpose of establishing a labor management relationship consistent with the partnership objectives of Executive Order 12871, do establish this Labor-Management Partnership Team (LMPT). The parties recognize that their overall relationship is grounded in common objectives and interests and that they will have different interests in some cases. Guided by public interest principles, the parties are committed to development of a common strategy which is based on helping each other succeed by cooperation whenever that is possible.

Purpose:

The purpose of the LMPT is to facilitate and maintain an organizational shift towards a more cohesive and constructive working relationship between employees, employee representatives, managers and supervisors at all levels of the Naval Aviation Depot, North Island, in order to better serve our customers and to accomplish our mission.

To this end the parties agree to engender and promote only the organizational conduct which results in mutual trust and respect, while considering the legitimate interests of both labor and management.

Objectives/Commitments:

1. To maintain an organizational structure for the involvement of union officials and management representatives as full partners in the identification of problems and the crafting of solutions.
2. To identify and focus on common interests and shared problems rather than on exclusive "rights" and conflicting positions.
3. To openly share information at the earliest pre-decisional stage and ensure pre-decisional involvement in the pursuit of increased quality and productivity, customer service, quality of work life, employee empowerment, organizational performance, and effective accomplishment of our mission.

a. Pre-decisional information is information received in time to be effectively used in the process of deciding by the receiving party.

b. Shared information should always be treated responsibly and is never to be used as a weapon to unfairly disadvantage either party.

4. To recognize the importance of continuously educating all stockholders. We therefore commit to the continuous education and training necessary to ensure that all the parties have the skills and knowledge necessary to make the partnership work. These skills will include Alternative Dispute Resolution Methods and Interest Based Bargaining techniques as well as a variety of problem solving and communication skills.

5. Commit to reaching consensus on work place issues whenever that is possible, and to limiting the use of traditional forums in which opposing "rights" are defended. While recognizing that consensus on every issue is an ideal that sometimes may not be realized, we nevertheless accept consensus as our basic operating principle.

Communications:

The primary vehicles for sharing information to the workforce on LMPT activities will be:

- ☒ NAVAVNDEPOT Newsletter (The Depottalk)
- ☒ Union Newsletters
- ☒ LAN Network
- ☒ Office Automation Messages (OA)
- ☒ Joint communiqués from labor and management
- ☒ and other vehicles as deemed appropriate

The parties hereby commit themselves to re-doubling their efforts in effectively communicating to the workforce the different ways in which the partnership affects their daily worklife in a positive manner.

Definitions:

- ☒ **CONSENSUS.** Consensus is reached when all members agree upon a single alternative. Though the consensus solution may not be everyone's first choice, it is acceptable and understandable to everyone. Consensus is generally reached

when everyone's interests are accommodated.

- ☑ **PRE-DECISIONAL INFORMATION.** Pre-decisional information sharing is the sharing of information as early in the decision making process as feasible, which allows for meaningful input and influence by both managers and union officials, before a final decision has been made. The LMPT will facilitate the exchange of "pre-decisional" information under appropriate circumstances. Pre-decisional information will not be limited to any specific subject but will focus on work place issues.

LMPT Structure/Membership:

The LMPT will consist primarily of two structural components to carry out its purposes. The first component entails membership and full participation of all labor organization presidents in the Depot Managers Meeting (DMM). The DMM membership, which meets on a bi-weekly basis, consists of the Plant Manager, senior and mid-level competency and product managers, and the labor organization presidents. The Commanding Officer routinely attends and opens up the meeting with his own comments.

Participation of the labor presidents in the DMM meetings should provide for, and promote, open and timely sharing of information; meaningful pre-decisional involvement of labor; joint identification of problems; and joint development and implementation of solutions. This component constitutes a pragmatic, "real-world" approach to partnering for labor and management at the Naval Aviation Depot, North Island.

Matters such as workload issues, organizational changes, general personnel practices and procedures, operational improvements, general working conditions, quality of worklife issues, general conditions causing misunderstandings or grievances, employee communications, and the meaning and intent of this charter, are examples of subjects considered appropriate for discussion, dialogue and/or debate in this forum. It is anticipated that the parties will arrive at the most acceptable decisions/solutions by including the input and support of the entire group through consensual decision making.

The second component consists of meetings between the Executive Steering Committee (ESC) and the presidents of the labor organizations upon request by either party to this Charter. The ESC membership consists of the Commanding Officer, Executive Officer, Plant Manager, Executive Director of Products, and Executive Deputy Director of Products.

Meetings with the ESC will allow for timely sharing of information as it relates to long-term and emerging issues; NAVAVNDEPOT and NAVAIR strategic goals; and "big picture" issues. This

component also provides for structured access to the Commanding Officer and the Executive Officer.

The approach described above allows for integration of union leadership into the plant's primary operational management meeting and interface with the command ESC. The current labor-management climate at the Naval Aviation Depot, North Island, and relationships between labor presidents and their management counterparts renders this as a viable and practical approach.

Individual working relationships with labor relations points-of-contact and other managers should serve to compliment the two components described above.

Specific Partnership Areas:

1. **Pre-decisional Involvement:** The LMPT will allow for labor to fully participate with management in identifying problems and crafting solutions to better serve the customers and mission of the Naval Aviation, North Island. The emphasis will be on innovation and improvement. Labor and management will encourage and support joint efforts to improve quality and customer satisfaction. The use of teams or subcommittees made up of both labor and management to develop organizational initiatives is anticipated.

2. **Expanded Scope of Bargaining:** Labor and management, at the Naval Aviation Depot, North Island, as provided by the Executive Order, will upon request, bargain on the subjects set forth in 5 U.S.C. 7106(b)(1). Specifically, the numbers, types and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty and the technology, methods, and means of performing work. It is anticipated that many of the issues related to the expanded scope of bargaining will be addressed and resolved through the pre-decisional involvement described in item 1 above. Where that is not the case and bargaining is necessary/requested, interest-based bargaining techniques will be used by labor and management. Interest-based bargaining techniques will also be used by the parties for mid-term, and impact and implementation bargaining. Bargaining will, unless mutually agreed upon by all affected parties, take place on an individual basis with each labor organization.

3. **Training:** The LMPT, or sub group, will continue to work on a comprehensive strategy to ensure systematic training is provided to appropriate labor and management officials on Executive Order 12871, Labor-Management Partnerships, and consensual methods of dispute resolution. Such training may include alternative dispute resolution techniques, interest-based bargaining approaches, active listening skills, consensus decision-making, brainstorming, group dynamics and team building. Emphasis, where possible, will be on joint attendance. The

Federal Labor Relations Authority and the Federal Mediation and Conciliation Service, amongst others, are recognized as viable sources of training.

4. Alternative Dispute Resolution: The LMPT will promote the use of Alternative Dispute Resolution (ADR) processes for resolving disputes. The LMPT, or a subgroup, will endeavor to develop and implement dispute resolution process(es) that is/are fair, simple, determinative, fast, and inexpensive. Any process developed and implemented will have to be approved by the individual labor organizations for their use and will not infringe upon grievance procedures contained in their respective collective bargaining agreements or other institutional rights.

5. Evaluation: The LMPT, or a subgroup, will conduct evaluations of the effectiveness of our partnering efforts and its effect on improving agency performance as deemed necessary. Any evaluation conducted will be a joint effort on the part of labor and management and will consist first, of the evaluation of the partnership process, and, second, evaluation of the effect that partnership has had on the organization. The results of these evaluations will be communicated to the workforce. It is recognized that partnering is a long-term change process which requires periodic assessment and renewal in order to stay vital.

Groundrules/Operating Procedures:

- ☒ All discussions and deliberations will take place in a professional, business-like manner.
- ☒ Individual grievances and/or unfair labor practice charges will not be appropriate subjects of discussion at either component of the LMPT.
- ☒ Labor representatives may make arrangements to include items on the agenda for a particular meeting, including presenting a formal briefing to DMM members.
- ☒ Labor presidents, in their absence, may designate an alternate to attend either a DMM or ESC meeting.
- ☒ Bargaining will not take place at either component of the LMPT.
- ☒ Labor presidents will be on distribution list for information pertaining to either component of the LMPT.
- ☒ Labor and management will endeavor to distribute factual information regarding the LMPT and its workings.
- ☒ Labor and management will endeavor to share relevant

information with each other to promote trust and effective decision making.

☒ The LMPT will operate in accordance with applicable laws.

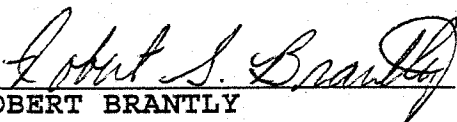
Duration:


The LMPT, as outlined above, is established for a two year period from the date of this Charter. At the end of the two year period, labor and management may agree to continue the present LMPT or modify the existing one. Modifications/ recommendations may be incorporated into this charter at any time by mutual agreement of the parties.

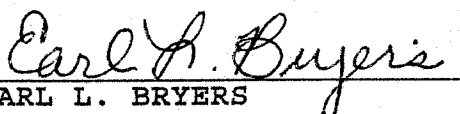
Signatories:

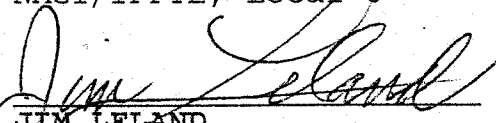
We the designated representatives of the Naval Aviation Depot, North Island and the labor organizations, by affixing our signatures below on this date, 12 June 1997, agree to the purpose, objectives, structure and other conditions as stated within this charter.


FOR LABOR:


ROBERT BRANTLY
President
IAM&AW, Local 726



MICHAEL L. BELL
President
IFPTE, Local 16

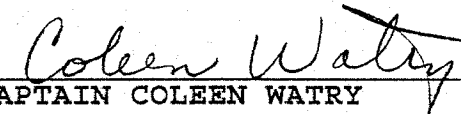

EARL L. BRYERS
President
NAGI/IFPTE, Local 8



JIM LELAND
President
IFPTE, Local 16 (PESO)

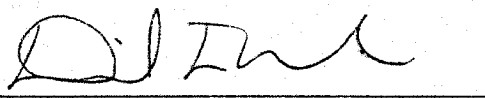

JAMES G. SHAW
President
NAAE, Local No. 5

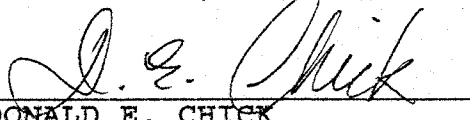
FOR MANAGEMENT:


CAPTAIN G. D. WILLIAMS
Commanding Officer
NAVAVNDEPOT, North Island


CAPTAIN COLEEN WATRY
Executive Officer
NAVAVNDEPOT, North Island


WILLIAM RESCHKE
Plant Manager
NAVAVNDEPOT, North Island


CDR D. BECK
Exec. Dir. of Products
NAVAVNDEPOT, North Island


DONALD E. CHICK
Exec. Dep. Dir. of Products
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